

Illinois ADA Project
30 Days of IL ADA Cases
Equip for Equality | Great Lakes ada Center

- Day 01** ***Equal Employment Opportunity Commission v. AIC Security Investigations, Ltd.***
55 F.3d 1276 (7th Cir. 1995)
This is the first ADA case that went to trial and jury's award of damages upheld by appellate court.
- Day 02** ***Access Living of Metropolitan Chicago v. Chicago Transit Authority***
2001 WL 492473 (N.D. Ill. May 9, 2001)
The ruling allowed major ADA case against the Chicago Transit Authority (CTA) to proceed leading to systematic improvements to the CTA's buses and trains for riders with disabilities.
- Day 03** ***Gogos v. AMS Mechanical Systems***
737 F.3d 1170 (7th Cir. 2013)
This is one of the first appellate court cases in the country interpreting the definition of disability after passage of the ADA Amendments Act (ADAAA).
- Day 04** ***Karraker v. Rent-A-Center***
411 F.3d 831 (7th Cir. 2005)
The 7th Circuit Court of Appeals ruled that the use of a personality test as a job screening tool violated the ADA because it is an impermissible medical examination.
- Day 05** ***Thomas v. Kohl's Corp.***
2018 WL 704691 (N.D. Ill. Feb. 5, 2018)
Under the ADA, retail stores must remove barriers for people with mobility disabilities if the barrier removal is readily achievable. This allows people with disabilities to shop independently.
- Day 06** ***DeWitt v. Proctor Hospital***
517 F.3d 944 (7th Cir. 2008)
Court rules that people who associate with people with disabilities (such as family members) cannot be discriminated against because of that association.
- Day 07** ***Branham v. Snow***
392 F.3d 896 (7th Cir. 2004)
This case sets forth the required analysis when an employer excludes a person with a disability from the workplace under a direct threat theory.
- Day 08** ***Valencia v. City of Springfield***
883 F.3d 959 (7th Cir. 2018)
This case demonstrates that municipalities with zoning laws that limit housing options for people with disabilities must make reasonable accommodations to provide equal opportunities for community living.
- Day 09** ***Equal Employment Opportunity Commission v. United Airlines***
693 F.3d 760 (7th Cir. 2012)
The ADA's reasonable accommodation provisions mandate that an employer place employees with disabilities into vacant positions for which they are qualified, provided that such accommodation would be ordinarily reasonable and would not present an undue hardship to the employer. Allowing someone to simply "compete" for a position is not a reasonable accommodation.
- Day 10** ***Holmes v. Godinez***
311 F.R.D. 177 (N.D. Ill. 2015)
After the court denied the Illinois Department of Correction's efforts to dismiss the case, a comprehensive settlement was reached that will provide deaf and hard of hearing prisoners with effective communication and meaningful access to prison programs.
- Day 11** ***Doe v. Mutual of Omaha Insurance Co.***
179 F.3d 557 (7th Cir. 1999)
This case makes clear that Title III's "place of public accommodation" language is not limited to physical places, and would cover inaccessible websites.
- Day 12** ***Wright v. Illinois Department of Children & Family Services***
798 F.3d 513 (7th Cir. 2015)
This case helped clarify the standard as to when an employer can order an employee to undergo a Fitness for Duty examination.
- Day 13** ***Scherr v. Marriott International, Inc.***
703 F. 3d 1069 (7th Cir. 2013)
The deadline to bring an ADA suit (statute of limitations) does not apply when there is a continuing violation of the ADA, such as an ongoing inaccessible feature in a hotel.
- Day 14** ***Brown v. Smith***
827 F.3d 609 (7th Cir. 2016)
This case made clear that a job description is not the sole factor to determine whether a job function is essential.
- Day 15** ***Reed v. State of Illinois***
808 F.3d 1103 (7th Cir. 2015)
Courts have a legal obligation to provide accommodations to people with disabilities to ensure a full and fair opportunity to vindicate their claims.
- Day 16** ***United States and the YMCA of Metro Chicago***
Settlement Agreement (N.D. Ill. 2016)
Organizations that serve kids with disabilities may be required to administer emergency medication as a reasonable modification under the ADA.
- Day 17** ***Stragapede v. City of Evanston***
865 F.3d 861 (7th Cir. 2017)
To succeed on a claim that an employee is direct threat to the health and safety of himself or others, an employer must rely upon medical or other objective evidence. Subjective beliefs are insufficient.
- Day 18** ***Andrews v. Rauner***
2018 WL 3748401 (C.D. Ill. Aug. 6, 2018)
Excessive use of solitary confinement that results in a denial of mental health treatment and lack of access to prison services can give rise to a claim under the ADA.
- Day 19** ***Miller v. Illinois Department of Transportation***
643 F.3d 190 (7th Cir. 2011)
This case demonstrates that an employer's judgment on whether a job function is essential, and therefore is not required to be reassigned as a reasonable accommodation, is not determinative.
- Day 20** ***Grooms v. Maram***
563 F. Supp. 2d 840 (N.D. Ill. 2008)
This case confirms that the ADA's "integration mandate" includes those who are at risk of institutionalization if the State fails to provide sufficient community services.
- Day 21** ***Bilinsky v. American Airlines***
928 F.3d 565 (7th Cir. 2019)
An employee with multiple sclerosis had worked from home for several decades for American Airlines. She was fired from her position after a restructuring of her department expanded her job duties to include in-person involvement.
- Day 22** ***Illinois League of Advocates for Developmentally Disabled v. Illinois Dep't of Human Services***
803 F.3d 872 (7th Cir. 2015)
Plaintiffs' attempt to use the ADA to require the State to keep open an institution ("reverse Olmstead" argument) was rejected.
- Day 23** ***Equal Employment Opportunity Commission v. Sears Roebuck & Co.***
No. 04 C 7282 (N.D. Ill. Consent Decree Entered 2010)
A federal court approved a \$6.2 million settlement, which was the largest monetary amount ever in single EEOC ADA suit. The Consent Decree ended Sears' practice of automatically terminating workers after they had exhausted workers' compensation leave without exploring possible reasonable accommodations.
- Day 24** ***United States and Southern Illinois University***
Settlement Agreement (S.D. Ill. Jan. 2016)
It is critical that universities provide a consistent application of ADA accommodations for students, ideally through a centralized disability office.
- Day 25** ***Access Living v. Uber Technologies***
351 F.Supp.3d 1141 (N.D. Ill. 2018)
Court extended previous court decisions finding that a "place of public accommodation" does not have to be a physical space to the emerging ride share industry.
- Day 26** ***State of Illinois and AMC Theaters***
This case is a good application of the ADA's requirement that private businesses must provide effective communication to people with disabilities.
- Day 27** ***Communities United v. City of Chicago***
Case No. 17-cv-7151 (N.D. Ill. 2017)
This case ensured that issues relevant to people with disabilities and excessive force by the Chicago Police Department were incorporated into the City of Chicago's Consent Decree with the State of Illinois.
- Day 28** ***Coleman v. Cook County***
2010 WL 725322 (N.D. Ill. Feb. 25, 2010)
This case demonstrated that people with disabilities are not precluded from enforcing their ADA rights even if they have indicated they are unable to do the job in a different forum.
- Day 29** ***United States and Chicago Board of Elections***
2010 WL 725322 (N.D. Ill. Feb. 25, 2010)
This case demonstrated that people with disabilities are not precluded from enforcing their ADA rights even if they have indicated they are unable to do the job in a different forum.
- Day 30** ***Ligas v. Maram***
2006 WL 644474 (N.D. Ill. March 7, 2006)
This is first court decision applying the Supreme Court's Olmstead decision to privately-owned institutions. Under the Ligas Consent Decree, over 9,000 people have received community services.